



Arizona Commission on Judicial Conduct 2018 Annual Report

This is the annual report of the Arizona Commission on Judicial Conduct ("Commission") for calendar year 2018.

OVERVIEW OF THE COMMISSION

Judicial conduct commissions exist in every state and serve a vital role in promoting public confidence in the independence, impartiality, integrity, and competence of the judicial branch of government. The Arizona Commission on Judicial Conduct was created in 1970, when voters approved Article 6.1 of the Arizona Constitution. Article 6.1 was amended in 1988, establishing the Commission as an independent state agency responsible for investigating complaints against judicial officers serving on the supreme court, court of appeals, superior court, justice of the peace courts, and municipal courts. The Commission does not have jurisdiction over federal judges or administrative law judges. Judicial officers who are subject to the Commission's jurisdiction must comply with the Arizona Code of Judicial Conduct ("Code") adopted by the Arizona Supreme Court.

COMMISSION PROCEDURES

The Commission's rules, which are promulgated by the Arizona Supreme Court, prescribe the procedures for investigating and resolving complaints of judicial misconduct. The rules are available on the Commission's website at <http://www.azcourts.gov/portals/137/rules/Arizona%20Code%20of%20Judicial%20Conduct.pdf>.

Anyone who believes that a judge has committed ethical misconduct may submit a complaint to the Commission. The Commission may also open an investigation on its own initiative. Complaint forms are available on the Commission's website, by mail, and at the Commission's office.

Unless unavailable due to a conflict of interest or other commitment, all eleven Commission members review every docketed complaint. If the Commission concludes there is no clear and convincing evidence of ethical misconduct, the complaint is dismissed, and the complainant and judge(s) named in the complaint are notified in writing of that decision.

Example: A defendant in an injunction against harassment proceeding alleges that a justice of the peace was rude and condescending. Commission staff obtains the audio/video recording of the proceeding and prepares a written report that all Commission members review, along with the written complaint. The recording establishes that the justice of the peace was not rude, did not raise her voice, and gave both sides an opportunity to be heard. The Commission concludes the complaint has not been substantiated and votes to dismiss it.

If a complaint identifies issues that warrant further investigation, Commission staff will obtain relevant additional information, which may include a response from the judge, court records, recordings and transcripts, and witness interviews. The Commission's staff attorneys then prepare a report that all Commission members review, along with the complaint, any response received from the judge, recordings, court documents and witness interviews, before determining the appropriate disposition. The Commission may dismiss the complaint, issue a public reprimand, impose terms such as counseling or educational programming, or direct that disciplinary counsel file formal charges.

Example: A litigant alleges that a superior court judge yelled during a hearing, was extremely impatient, and gave her a disproportionately short period of time to present her case in comparison to the time allotted the adverse party. Commission staff obtains the recording of the proceeding and prepares a written report. After reviewing the report, the complaint, the judge's response, and the recording, the Commission members conclude the judge did not comply with Rule 2.6 (ensuring the right to be heard) or Rule 2.8(B) (requiring judges to be patient, dignified, and courteous). After considering relevant aggravating and mitigating circumstances, the Commission publicly reprimands the judge. The reprimand is posted to the Commission's website, where the record in that matter is available for public review.

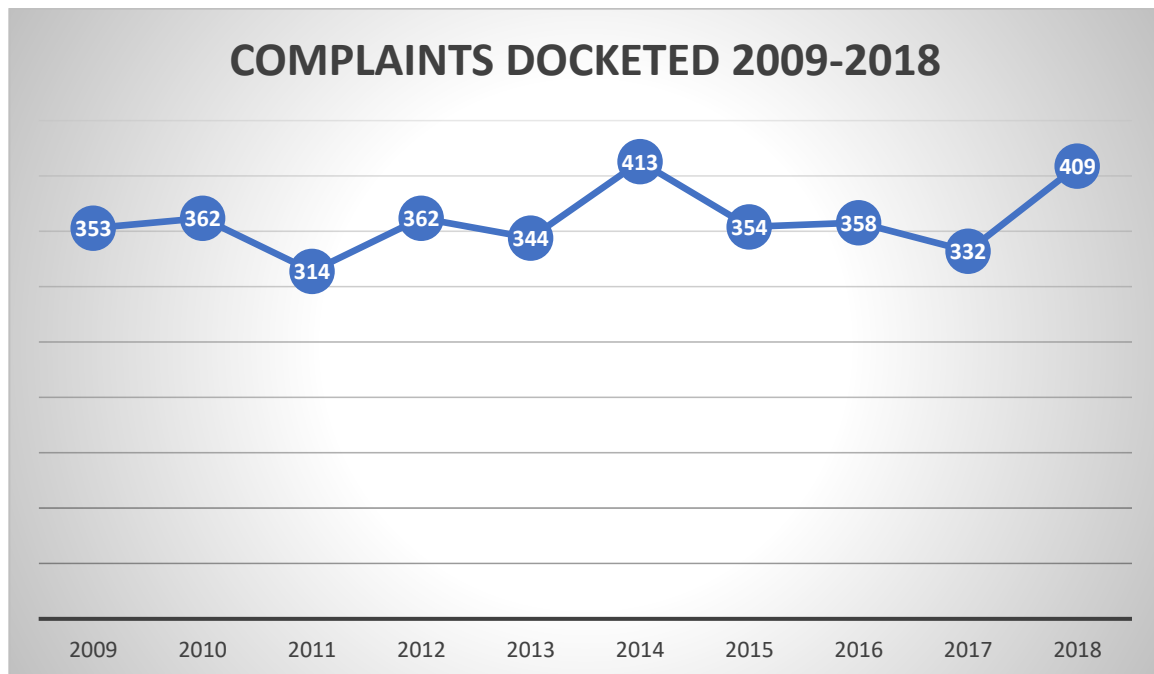
If investigation of a complaint suggests that a judge's conduct may warrant a sanction greater than a public reprimand -- i.e., censure, suspension or removal -- the Commission's chairperson may appoint an investigative panel comprised of three Commission members (one judge, one lawyer, and one public member) to determine whether reasonable cause exists to believe the judge has engaged in misconduct. If the investigative panel makes such a finding, disciplinary counsel files formal charges against the judge, and the matter proceeds to an evidentiary hearing. Based on the record developed in the formal proceeding, the hearing panel -- comprised of Commission members who did not serve on the investigative panel -- issues written findings of fact, conclusions of law, and a recommendation regarding the appropriate disposition. The final decision in a formal proceeding rests with the Arizona Supreme Court.

Complainants are not parties to Commission proceedings. Although complainants may be asked to provide information during investigations or to testify at formal hearings, the only parties to the proceedings are the judge and the Commission. The judge may be represented by counsel at his or her own expense. Both parties may conduct discovery and subpoena witnesses to testify at hearings.

FILING TRENDS

In 2018, the Commission docketed 409 new complaints – an increase of roughly 23% over 2017, when 332 complaints were docketed. As of January 31, 2019, the Commission had resolved most of the complaints filed in 2018, with the remainder under review.

The following chart depicts complaint filings over a ten-year period:



2018 DISPOSITIONS

The dispositions of all complaints filed with the Commission since 2006 are posted on the Commission's website -- www.azcourts.gov/azcjc. In 2018, the following dispositions occurred:

Censures (2)

- Coconino County Justice of the Peace Donald G. Roberts was censured by the Arizona Supreme Court in Case No. 17-084. Judge Roberts permitted his bailiff to simultaneously work for the court and for court service-providers. The bailiff received compensation from the providers when he performed services for them pursuant to court orders issued by Judge Roberts. In stipulating to issuance of a censure, Judge Roberts admitted that his conduct violated Rules 1.2, 1.3, and 2.12(A) and constituted conduct prejudicial to the administration of justice that brings the judicial office into disrepute, in violation of Article 6.1, section 4, of the Arizona Constitution.
- Mohave County Superior Court Judge Lee F. Jantzen was censured by the Arizona Supreme Court in Case No. 17-232. Judge Jantzen failed to rule on a petition for post-conviction relief that was pending before him for more than two years. Despite being aware that the matter remained pending, Judge Jantzen signed payroll certifications pursuant to A.R.S. § 12-128.01 stating that he had no matters under advisement for more than sixty days. In stipulating to issuance of a censure, Judge Jantzen admitted that his conduct violated Rules 1.1, 1.2, and 2.5(A), constituted conduct prejudicial to the administration of justice that brings the judicial office into disrepute, in violation of Article 6.1, section 4, of the Arizona Constitution, and violated the Arizona Rules of Criminal Procedure and Article 6, section 21 of the Arizona Constitution.

Reprimands (3)

- Maricopa County Justice of the Peace Steve Urie was reprimanded in Case No. 18-119 for violating Rule 1.2. The reprimand was based on Judge Urie's postings on Facebook that mocked a litigant who had appeared before him. In addition to the reprimand, Judge Urie was ordered to review Judicial Ethics Advisory Opinion 14-01 regarding the use of social media.

- Yavapai County Superior Court Judge Michael R. Bluff was reprimanded in Case Nos. 18-177 and 18-221 for having ex parte communications with two defendants in probation revocation proceedings and for using information from an outside source in determining release conditions for one of those defendants, in violation of Rules 1.1, 1.2, 2.2, 2.5(A), 2.6(A), and 2.9. The ex parte communication with the second defendant occurred after Judge Bluff had been admonished by his presiding judge about the impropriety of such communications with the first defendant.
- Maricopa County Justice of the Peace Pro Tem Fenton F. Delaney was reprimanded in Case No. 18-243 for violating Rules 1.2, 2.8, and 2.11. Judge Pro Tem Delaney did not take appropriate steps to maintain order and decorum in a proceeding before him and failed to remain patient, dignified, and courteous when presiding over that matter. He had a litigant removed from the courtroom and directed officers to arrest that individual for contempt of court. That same day, he presided over the opposing party's request for a protective order against the litigant who had been removed, ultimately issuing an injunction against harassment against the litigant.

Resignations (1)

- In Case No. 17-262, the Commission initiated an investigation after Tempe Municipal Court Judge Thomas Robinson was charged with felony offenses after allegedly stabbing his wife and providing false information to law enforcement. Based on Judge Robinson's resignation from office and his agreement to never again seek or accept a position involving service as a judicial officer in Arizona, the Commission closed its investigation without further action.

Warnings and Advisories

When the Commission dismisses a complaint, it may choose to include warning or advisory language. The Commission typically includes advisory language when a judge has not technically violated the Code but members believe the judge could benefit from advice about a particular Code-based issue. Warnings are generally issued when the Commission believes a judge either came close to violating the Code or when a technical violation has occurred, but members conclude that mitigating circumstances dictate against issuance of a public sanction.

The Commission issued 12 warnings and 13 advisories in 2018, which are summarized as follows:

Warnings

- The Commission warned a superior court commissioner to monitor his tone and demeanor based on his conduct toward a *pro se* litigant in a contested matter.
- A superior court commissioner was warned about comments he made that suggested he had prejudged a litigant's credibility.
- A justice of the peace was warned after making derogatory comments about an elected official during a court proceeding.
- The Commission issued a warning to a justice of the peace for improper demeanor, giving legal advice to litigants, and interrupting court business to conduct a wedding.
- A superior court judge was warned about using a court computer to access restricted file materials in a family member's case, even though the family member consented to the access.
- A pro tem justice of the peace received a warning based on the Commission's determination he failed to afford a party an opportunity to be heard before ruling on a motion.
- A justice of the peace received a warning for using his judicial title to further a personal business.
- A justice of the peace was warned about the impropriety of seeking the endorsement of a law enforcement association in connection with a re-election campaign and for using a court computer for campaign activities. The justice of the peace was directed to immediately remove the law enforcement endorsement from all campaign materials and online sites.
- The Commission warned a small claims hearing officer about affording litigants the right to be heard and about refraining from conduct suggesting pre-judgment of a case or advocacy on behalf of one party.
- A justice of the peace was warned after not allowing a party to cross-examine witnesses.
- The Commission warned a superior court commissioner to disclose to litigants and counsel information that could lead a disinterested third party to question the commissioner's impartiality.
- A superior court commissioner was warned after issuing an order including facts not supported by the record, which created an appearance of impropriety.

Advisories

- The Commission reminded a superior court judge of the obligation to be patient, dignified, and courteous.
- A justice of the peace was advised to avoid making statements that give the impression of prejudging a witness' credibility.
- A justice of the peace was advised to be cautious about the appearance of impropriety that may arise from court clerks' use of the judge's signature stamp.
- The Commission advised a superior court judge to avoid using terms of endearment with litigants.
- After a superior court judge self-reported delayed rulings in two matters, the Commission advised the judge to review Rule 2.5(A) and Judicial Ethics Advisory Opinion 06-02.
- The Commission advised a municipal court judge to ensure that all parties understand the judge's policies for bench conferences so as not to give the appearance that ex parte communications are occurring.
- A justice of the peace was reminded to ensure that all litigants are afforded a meaningful opportunity to be heard.
- The Commission advised a justice of the peace to follow proper procedures when conducting evidentiary proceedings, including allowing cross-examination.
- A superior court judge was advised to review Rule 2.8(B) regarding proper judicial demeanor.
- A justice of the peace was reminded of the requirements of Rule 1.2 (promoting confidence in the judiciary) and Rule 2.6 (ensuring the right to be heard).
- The Commission advised a superior court judge to be mindful of Rules 1.1, 1.2, 2.2, and 2.6(A) when issuing orders that affect non-parties to litigation.
- A superior court judge was reminded to ensure all parties receive notice and an opportunity to be heard before ruling on motions.
- A superior court commissioner was reminded of Rule 2.6 (ensuring the right to be heard) in the context of ruling on motions.

Dismissals

Most docketed complaints are dismissed because the alleged misconduct cannot be substantiated by clear and convincing evidence or because the conduct at issue is not an ethical violation. Many complainants, for example, assert that a judge ruled against them because he or she was biased, inattentive, or incompetent. But absent a pattern of error or intentional disregard of the law, an erroneous legal ruling is not grounds for judicial discipline. Litigants who are aggrieved by legal rulings must instead pursue their appellate remedies.

Under the Commission's rules, after a complaint is dismissed, the names of the complainant and the judge, as well as other identifying information, are redacted from the public record. The redacted complaint and the Commission's disposition order are available for public review and are posted on the Commission's website.

COMMISSION MEMBERS

The Arizona Constitution dictates the Commission's membership, which consists of eleven individuals serving six-year terms. Six judges are appointed by the Arizona Supreme Court: two from the court of appeals, two from the superior court, one from a justice court, and one from a municipal court. Two attorney members are appointed by the State Bar of Arizona. Three public members, who cannot be attorneys or active or retired judges, are appointed by the Governor and confirmed by the State Senate.

Members are not compensated but receive reimbursement for actual expenses incurred in serving on the Commission. The Commission meets periodically throughout the year and is supported by staff located in the State Courts Building in Phoenix.

During 2018, the Commission's members were:

Arizona Court of Appeals, Division One

Diane M. Johnsen is a judge on Division One of the Arizona Court of Appeals, located in Phoenix. Judge Johnsen, who grew up in Arizona's Copper Basin, graduated from the University of Arizona and then worked as a reporter at the Arizona Daily Star in Tucson for five years before deciding to pursue a career in law. She received her J.D. degree from Stanford University and then served as a law clerk for Judge Ben C. Duniway on the Ninth Circuit Court of Appeals in San Francisco. Upon returning to Arizona, she practiced commercial litigation at Osborn Maledon in Phoenix before being appointed to the court of appeals in 2006 by Governor Janet Napolitano. In 2015, she earned a Masters

of Laws in Judicial Studies from Duke University. Judge Johnsen has served as Chief Judge of Division One and is a member of the American Law Institute. She lives in Scottsdale; she and her husband have three grown children.

Arizona Court of Appeals, Division Two

Peter J. Eckerstrom (*Commission Vice-Chair*) is Chief Judge of Division Two of the Arizona Court of Appeals. He was appointed to the court by Governor Napolitano in 2003. Judge Eckerstrom earned his bachelor's degree from Yale University and his law degree from Stanford University. Before his appointment to the court, his practice focused on criminal defense with an emphasis on capital trial and capital appellate litigation. In that capacity, he served on the Ninth Circuit's Federal Habeas Corpus Oversight Committee.

Judge Eckerstrom has served on the Arizona Supreme Court Commissions on Judicial Performance Review and Court Technology. He has acted as an adjunct professor at the University of Arizona, James E. Rogers College of Law, teaching trial practice and, more recently, a seminar on Capital Punishment. Judge Eckerstrom is a resident of Tucson. He is married to Ann-Eve Pedersen, a public education advocate, and they have a son, Lars. Judge Eckerstrom is an enthusiastic owner of a fantasy baseball team and an avid college basketball fan.

Arizona Superior Court, Maricopa County

George H. Foster, Jr. is a Judge of the Maricopa County Superior Court. He is a graduate of Boston College Law School and obtained his undergraduate degree at The City University of New York, where he graduated *magna cum laude*. He was a law clerk for Judge David S. Nelson of the Federal District Court in Boston.

Judge Foster practiced with O'Connor, Cavanagh, Anderson, Westover Killingsworth & Beshears from 1983 to 1990. His practice began in commercial real-estate transactions and finance and progressed into banking, bankruptcy, securities, land use and zoning law. In 1990, he joined Allen, Kimerer & LaVelle, where he continued a commercial practice and also became involved in civil rights, securities, and general commercial litigation. In 1993, he joined Wilenchik & Bartness, where he was managing attorney from 1996 through 1999.

Judge Foster began his judicial career in 1999 as a commissioner for the Maricopa County Superior Court. He was appointed as a judge of that court by Governor Janet Napolitano in 2003. Judge Foster has served in the family, civil, juvenile, and criminal divisions. He has served as an adjunct professor at The Sandra Day O'Connor College of Law at Arizona State University, where he taught a course in Advanced Real Estate Transactions. He has served as President of the Thurgood Marshall Inn of Court, as a

member of the State Bar Civil Practice and Procedure Committee and Rules of Professional Conduct Committee, and as chair of the Maricopa County Superior Court Family Court Division Rules Committee. He has also served on the Arizona Supreme Court's Committee on Superior Court and as a pro tem judge on the Arizona Court of Appeals. Judge Foster is a member of the Commission on Judicial Performance Review.

Arizona Superior Court, Pima County

Gustavo Aragón is a native of Tucson, Arizona. He graduated from Tucson High School, the University of Arizona, and the University of Arizona College of Law. He is admitted to practice law in Arizona state court, the U.S. District Court for the District of Arizona, and the United States Court of Appeals for the Ninth Circuit.

Judge Aragón began his professional career with the United States Treasury in 1977 as an estate and gift tax attorney. Thereafter, he worked as a prosecutor with the Pima County Attorney's Office from 1979 through 1985. He then joined Kimble, Gothreau and Nelson, defending personal injury claims from 1985 to April 1988. He next practiced at Haralson, Miller, Pitt, Feldman & McAnally, representing plaintiffs in personal injury cases. He became a partner in the firm in 1993, where he remained until his appointment to the Arizona Superior Court in 2006. He has served in the criminal, juvenile, and civil divisions of the superior court.

Judge Aragón enjoys participating in community activities and volunteer work. The Pima County Volunteer Lawyers Program named him Outstanding Volunteer Lawyer of the Year in 1995. He has also volunteered as an assistant scoutmaster for the Catalina Council, Boy Scouts of America, Teen Court student mentor, Courts Are Us mentor, and on the Southern Arizona Legal Aid Volunteer Lawyers Program Advisory Board. He is a member of the Board of Trustees of the Pima County Bar Foundation. Judge Aragón also volunteers as a mentor for the James E. Rogers College of Law

Surprise City Court

Louis Frank Dominguez (*Commission Chair*) is the Presiding Judge for the Surprise City Court. He was a judge on the Phoenix Municipal Court from October 1994 until March 2013, when he was appointed as the Surprise City Court Presiding Judge. Judge Dominguez received his B.A. in Psychology at Arizona State University and graduated from the A.S.U. College of Law.

Judge Dominguez is a Past Board Chair of Valley Leadership. He is also a member of the Arizona Minority Judges Caucus, Los Abogados and the Arizona Supreme Court Judicial Conference Planning Committee. His volunteer efforts focus on working with youth in the community and leadership development. In April 1998, Judge Dominguez received a "Distinguished Leadership Award" from the National Association of

Community Leadership. In June 2003, he was presented with a “Distinguished Service Award” from the Arizona Supreme Court.

Judge Dominguez is a current member of the Arizona Supreme Court Work Group on the Code of Judicial Conduct. He also served as a member of the Arizona Task Force on the Code of Judicial Conduct in 2008 and 2009. Judge Dominguez is also a member of the Arizona Judicial Council. He has served as faculty for the Arizona Supreme Court, the State Bar of Arizona, and other organizations on various law-related topics. He has also served as Chair of the Arizona Supreme Court Limited Jurisdiction New Judge Orientation Program. In May 2010, the Arizona Supreme Court presented Judge Dominguez with a 2009 Trainer Excellence Award. This award was in recognition of his contributions to the goal of excellence in judicial education and his commitment to serving the Arizona judiciary as faculty.

Bagdad-Yarnell Justice Court

Anna Mary Glaab served as Justice of the Peace in the Bagdad-Yarnell Justice Court from 1992 until her retirement on December 31, 2018. Judge Glaab has been actively involved in judicial education and the Arizona Justice of the Peace Association. She is a third-generation Arizona native and was raised on her family’s cattle ranch in central Arizona. The Arizona Supreme Court recognized Judge Glaab as the 2014 Judge of the Year for her outstanding and long-term service to her community and the Arizona court system.

Lawyer Members

Art Hinshaw is a Clinical Professor of Law at the Sandra Day O’Connor College of Law at Arizona State University. His research and teaching interests lie in the field of alternative dispute resolution (ADR), primarily mediation and negotiation. His research bridges ADR theory and practice, and his teaching responsibilities include the Lodestar Mediation Clinic and Negotiation, among other ADR courses. Professor Hinshaw is active in the ADR community, having served on several academic and professional committees at the state and national levels. Currently, he serves as a member of the American Bar Association's Standing Committee on Mediator Ethical Guidance. He is also a Senior Fellow at the Center for the Study of Dispute Resolution at the University of Missouri School of Law and is a contributor to *Indisputably, the ADR Prof Blog*.

Professor Hinshaw graduated from Washington University in St. Louis with an A.B. in History (1988) and he received both his J.D. and LL.M. from the University of Missouri (1993 and 2000). He joined the College of Law faculty after teaching at the University of Missouri School of Law and at the Washington University School of Law in St. Louis. Before his academic career, he practiced law in Kansas City, Missouri.

J. Tyrrell Taber is a trial lawyer licensed to practice law in Arizona and California. Ty has represented plaintiffs and defendants since 1977. He is a certified specialist in Injury & Wrongful Death litigation. Ty has served on the Board of Directors for the Arizona Association of Defense Counsel and the Arizona Association for Justice. He has also served the state as a volunteer for the Town of Paradise Valley Magistrate Court and the Arizona Court Reporter Board.

Public Members

Christopher W. Ames has 40 years of software industry experience, ranging from programmer to senior executive. He is the President of Paragon Technology, Inc., a company he co-founded in 1983. Early clients included the Apache County Treasurer and Trans World Airlines. In 1992, he entered into a project management contract with ADS Communications, Inc., for the development of its field service product. Over the next 11 years, he led the company through several phases of expansion in product offering and corresponding revenue growth. ADS was purchased by EFI (Electronics For Imaging, Inc.) in 2004, and Chris continued his responsibility as Chief Technology Officer for another 2 years. Chris is a patented inventor and holds a B.S. in Computer Information Systems from Arizona State University's W.P. Carey School of Business. The Ames family has lived in the East Valley since 1976. Chris was a member of the Capital and Development Fees subcommittee of the 2009 Town of Gilbert Citizen's Budget Committee and is an original member of Gilbert's Operation Welcome Home Committee.

Roger Barton is the owner of Badger Roofing, a Prescott-area licensed residential and commercial roofing contractor business. Roger is a native of Arizona, with more than thirty years of experience in sales and marketing of a variety of products and services. Throughout his career, he has sought opportunities to serve within the communities he has resided in and has volunteered on a number of boards of organizations.

Colleen Concannon (*Commission Secretary*) is the Project Portfolio Manager for the City of Phoenix's IT Project Management Office. She is a native Tucsonan who received her Bachelor's Degree from the University of Arizona, a Master of Public Administration from the University of North Texas, and a Master of Science in Accounting from the University of Houston. She has worked in finance, executive management, information technology, and project management in both the public and private sectors. She is also a dedicated community volunteer and has served as a board member for numerous public and private organizations within the State of Arizona.

EDUCATIONAL OUTREACH

Members of the Commission, as well as Commission staff, regularly participate in programs designed to educate judges, court staff, and judicial candidates about their ethical obligations and about Commission procedures. A sampling of programs that Commission members and staff participated in during 2018 includes:

- Limited Jurisdiction New Judge Orientation
- General Jurisdiction New Judge Orientation
- Maricopa County Justice of the Peace Training
- Small Claims Hearing Officer Training
- Civil Traffic Hearing Officer Training
- Administrative Office of the Courts (AOC) Judicial Staff Training
- Supreme Court and Court of Appeals Law Clerk Training
- Ethics Presentations at the Arizona Judicial Conference
- Maricopa County Justice Court Judge Pro Tem Training
- Arizona Justice of the Peace Conference

COMMISSION FINANCES

The Commission is funded through the legislature's general fund appropriation to the Arizona judicial branch. The Commission's budget totals approximately \$500,000. Employee compensation, benefits, and rent account for more than 90% of the Commission's budget.

COMMISSION STAFF

The Commission's staff consists of an executive director, one full-time lawyer, one part-time lawyer, a commission specialist, and an administrative assistant. The Commission also has an employee who works four hours per week to support its database and related technology.

Margaret H. Downie is Executive Director of the Commission and Staff Director of the Arizona Judicial Ethics Advisory Committee. Before assuming these roles in November 2017, Ms. Downie was a judge on the Arizona Court of Appeals, Division One, from 2008 to 2017. Prior to that, she spent 11 years on the Maricopa County Superior Court, where she was Associate Presiding Judge and Civil Presiding Judge. Ms. Downie

received her J.D. from Georgetown University. She previously served as a member of the Arizona Commission on Judicial Conduct and the Judicial Ethics Advisory Committee. She is an active member of the State Bar of Arizona.

April Elliott has been the Commission's disciplinary counsel since October 2014. Ms. Elliott is an active member of the State Bar of Arizona and most recently served as the Public Defender in Pinal County. Her previous experience includes serving as a Pinal County family court commissioner and Pinal County Superior Court Judge.

Meredith Vivona serves as Independent Bar Counsel pursuant to Arizona Supreme Court Administrative Order 2018-20. That position is supervised by the Commission's executive director and is housed in the Commission's office. Ms. Vivona investigates and resolves, through the lawyer discipline process, complaints filed against lawyers that, for conflict of interest reasons, cannot be handled by the State Bar's lawyer regulation staff. She also assists the Commission in investigating and resolving judicial conduct complaints. Ms. Vivona is an active member of the State Bar of Arizona and previously worked in private practice in Phoenix for more than 10 years.

Kimberly Welch serves as Commission Specialist – a position she has held since March of 2014. Ms. Welch has worked in the legal field for 35 years, including positions with large national law firms, where she assisted with complex civil litigation, government contracts, corporate and taxation law, and tort litigation. She is a certified small business manager.

Norma Contreras became the Commission's administrative assistant in October 2018. Ms. Contreras previously worked in the consumer protection and advocacy department of the Arizona Attorney General's office. She has administrative experience in the legal, medical, government relations, banking, and non-profit fields.